#### IN THE UNITED STATE DISTRICT COURT FOR THE WESTREN DISTRICT OF

#### **TEXAS**

#### SAN ANTONIO DIVISION

FILED

MAY 1 3 2021

CLERK, U.S. DISTRICT COURT WESTERN DISTRICT OF TEXAS

§

§

§

V.S CAUSE NUMBER: 5:21-cv-00429

§

RELIANCE DELIVERY COMPANY, LLC §

YAZAN A. ABDELKARIM SHAREF

Plaintiff

Defendant §

#### **Exhibits**

#### TO THE HONORABLE JUDGE OF SAID COURT:

Plaintiff, YAZAN A.SHAREF files the Following Important Documents In Order

To Help Solving the Pending Discrimination Case at THE WESTREN DISTRICT OF

**TEXAS SAN ANTONIO DIVISION**, **Whereas** the PLAINTIFF'S Original Complaint was filed with the Equal Employment Opportunity Commission EEOC on 07/31/202**Q** after the dynamic of My Employment started to go towards the final unlawful termination that caused me to be completely Unemployed for the second time the same year, in which happened to be a few weeks after returning to work.

My Employment was effected by the COVID19 in the beginning of the year while being on an approved 10 Days Family Vacation. And due to the Global Lockdown that was also happening in the Country of Jordan at

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the time I was stocked outside the United State for Over 90 Days in which I started to face the discrimination

at work.

And after receiving the Right to sue Letter from the Equal Employment Opportunity Commission EEOC On

02/04/2021 the case was filed to the District Court Clerk Office, on 04\29\2021 I was Informed over the Phone by

the Defendant's attorney that my case will be dismissed as he already requested the Removal on my Complaint

along with the general denial to the federal court.

All of the Following Exhibits will be attached on the Same as Following:

**Exhibits** 

Exhibit#1 A Written Email Settlement Offer.

Exhibit#2\_ A Proof of performance Letter Yazan Sharef from Mr:Eric Moral before the dynamic of My

Employment changed.

Exhibit#3\_ EEOC Signed Charge of Discrimination Letter.

Exhibit#4\_ Defendant's Statement to the Unemployment Hearing Court 02/05/2021.

Exhibit#5\_ Plaintiff's Statement to the Unemployment Hearing Court 02/05/2021.

Exhibit#6 On a separate sheet I have attached a Total of 2 USP Memory Drive, each USP Memory Drive

Contains a copy of the same Video, this Video Contains the voice sounds of Mr: Tom Mclean the Owner Of

Reliance Delivery Company from the Unemployment Hearing Court that was scheduled on 02/05/2021, in

the video Mr: Tom McLean was speaking to the Unemployment Officer.

and he was Reading From his own Statement that the Company provided for the Unemployment hearing

court, in the Exhibit #4 where the Amazon Manager statement {David} it says that I have parked to toss the

trash which the exact Opposite of what Mr:Tom's said in regards. This false accusation along with the

Retaliation Against me from my employer continued to happen even after I was Unlawfully terminated.

as I was prevented by my previous employer from receiving any of my unemployment benefits. Ultimately

the Unemployment rejected my unemployment Application as Exhibit #7 explains.

Exhibit#7\_ Unemployment Determination Letter.

Dare: 5-13-2021

Signature of Plaintiff

#### **CERTIFICATE OF SERVICE**

I, Yazan A Sharef, Plantiff ProSe, do here by certify that on the 13th Day of May, 2021, a true and correct copy of the Foregoing pleading was forward to, the attorneys For Reliance Delivery Company LLC, Via email as Following:

ProSe: Yazan Abdullah Abdelkarim Sharef 601 N. Santa
Rosa, Apt. B2 San Antonio, Texas 78207 yazansharef@icloud.com
Signature of Plantiff

Scott McCarty (semccarty@osgclaw.com)

# Case#2021Cl02331 - Exhibits EEOC Complaint and A Written Settlement Offer

William Octalement Office		
May 10, 2021 at 10:36 AM		
From Yazan Sharef		
To cglaw@osgclaw.com, semccarty@osgclaw.com		
Cc Yazanshared.reliance@gmail.com	ug.	量贸易
Proof of Ezan Sharef.pdf 163.75 KB, Tazan Shar2020 02 05.p Signed Charimination.pdf 70.76 KB, Exhibit2.mp4 11.73 MB	df 1.44 MB,	表 品配
To Defendant's Attorneys in the Case#2021Cl02331 Yazan A Sharef	Å.	

Dear Respected Attorneys!

Reliance Delivery Company.

As you will Find a total of 4 attachments You will also find another clear exhibit video. this Video Contains the voice sounds of your clients Mr: Tom Mclean with a spotting on his pdf responds, this PDF respond was sent by Mr: Tom Mclean and Eric Moral regarding my unemployment's benefit qualification court, NOTE that I have been retaliated against even after my termination occurred and until this moment, I have not received any of my unemployment benefits due to his false accusation As I was accused Driving over a stop Sign in the Amazon Parking and other false accusations. in the video Mr: Tom McLean was speaking to the Unemployment Officer.

and as you look at his own Statement he provided at the Unemployment hearing court the statement tells that I have parked to toss the trash and I was never driving the van at the time when that accident occurred,

Please Note that this Video exhibit along with the other attachments will be entered and used to solve my case at the federal court.

this Email will serve you as the 3rd attempt to make a settlement before we move on through the court process.

My Damages are so much More Then the Numbers that I have asked in my original complaint, as this unlawful terminations have accumulated a huge financial damages on me and my family during the COVID19 Pandemic hardship that we all going through, not to mention the accumulated child support and and rent and physical, Mental, emotional damages and debts, therefore I will still Accepting the Same Compensation That I prayed to the court in my Original Complaint to Fairley compensate me, the Compensation amount I am asking for this settlement is no less then \$350,000.00 three hundred fifty thousand dollars only .

Respectfully!

Yazan A Sharef 901-530-8435

**Exhibit 1** 



February 13, 2020

To whom it may concern:

The following is to confirm that Yazan A. Sharef is employed at Reliance Delivery Company (the "Company" or "Reliance") in the position of Delivery Associate. Reliance Delivery is a delivery contractor to the largest online retailer in the United States. The Company has approximately 60 employees.

Mr. Sharef has been employed with Reliance since October 31, 2019. His responsibilities as a Delivery Associate include:

- Independently delivering anywhere from 200 300 packages per day to customers which include retail customers and/or businesses;
- Safely drive a delivery vehicle throughout San Antonio and its surroundings;
- Communicate with dispatch and/or customer support on delivery challenges and propose troubleshooting approaches;
- Train and coach entry-level Delivery Associates;
- Coach under-performing Delivery Associates on leading practices to improve their delivery efficiency, safety, and quality.

Mr. Sharef has distinguished himself as one of the top Delivery Associates at Reliance. He has been recognized for his delivery efficiency, his ability to teach and coach colleagues, and his teaming and willingness to help colleagues that are falling behind on their routes. As a result of being a top performer Yazan has been given additional responsibilities which include:

- Dispatching a team of up to 30 drivers;
- Coordinating the delivery operations of up to 30 routes (approximately 5,000 packages);
- Troubleshooting operations:
- Making recommendations on operational performance improvements and programs.

Since he was hired, Yazan has been a highly valued member of the team at Reliance, and we hope he continues being one long term.

Sincerely yours,

Erik Moral General Manager

Reliance Delivery Company

Exhibit 2

Reliance Delivery Company, LLC 1120 N. Foster Road San Antonio. TX

EEOC Form 5 (11/09)			<u> </u>										
CHARGE OF DISCRIMINATION	Charg	e Presented To:	Agency(ies) Charge No(s):										
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	FEPA												
	EEOC	451-2020-03083											
TEXAS WORKFORCE COMMISSION CIVIL RIGHTS DIVISION and EEOC													
State or local Agency, if any  Name (indicate Mr., Ms., Mrs.)  Home Phone Year of Birth													
YAZAN A ABDELKARIM SHAREF	(901) 530-8												
Street Address City, Stat	disy, state and In sode												
601 N SANTA ROSA APT B2, SAN ANTONIO,TX 78207													
Named is the Employer, Labor Organization, Employment Agency, App That I Believe Discriminated Against Me or Others. ( <i>If more than two, I</i>	Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)												
Name	1	No. Employees, Members	'										
RELIANCE DELIVERY COMPANY, LLC		101 - 200	(832) 622-6061										
Street Address City, State 1120 N FOSTER RD, SAN ANTONIO, TX 78219	e and ZIP Code												
1120 N FOSTER RD, SAN ANTONIO, 1X 78219													
Name		No. Employees, Members	Phone No.										
		, ,	1,10,10,10										
Street Address City, State	e and ZIP Code	<u>.</u>											
DISCRIMINATION BASED ON (Check appropriate box(es).)		DATE(S) DISC	CRIMINATION TOOK PLACE										
	•	Earlies	st Latést										
X RACE COLOR SEX X RELIGION X	NATIONAL ORIG	in 03-04-2	2020 09-09-2020										
	NETIC INFORMATION	ON											
OTHER (Specify)			CONTINUING ACTION										
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):  On or about October 27, 2019, I was hired as a De	elivery Asso	ciate Driver by	/ Eric Moral										
(Owner). My initial pay rate was \$15.00 per hour a	and two mo	nths later I re	ceived a pay										
increase of \$1.00 and with this increase I volunta such as hiring and training new driver and dispate													
employees and I received a letter from Mr. Moral	that i reque	ested to state	my ability of										
leading a team to show at the court for my divorce Respondent's operations by training new employe	ee case. I c es. Howev	onstantly work er. I was on 10	ced to improve the days Vacations										
and due to covid19 i was stuck in the country of J	ordan, mea	nwhile I was st	tuck outside the										
US; I Offered to work virtually by dispatch and 10 videos, however Mr.Tom Mclean has hold my payo	1 coaching	to the team ar	nd making training										
international phone plan and Mr. Moral never paid	d me back.	after I returne	d to the US and on										
the same day Mr. Moral had his partner Mr. Mclea informed Mr. Moral that I was signed on 14-day q	ın to send n yarantino a	ne out to work	when I already										
discriminated against, and Mr. Mclean has started	d to assign	me to La Verni	a routs and I was										
I want this charge filed with both the EEOC and the State or local Agency,	NOTARY - When	necessary for											
if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in													
accordance with their procedures.  I declare under penalty of perjury that the above is true and correct.	I swear or affir is true to the b		·										
	SIGNATURE OF C		xhibit 3										
Districtly standard by M. C.			VIIINIT 2										
Digitally signed by Yazan Abdelkarim Sharef on 10- 27-2020 08:36 AM EDT	SUBSCRIBED ANI ( <i>month, day, yea</i>	- I											
		1											

EEOC Form 5 (11/09)

#### CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge	Presented	To:

Agency(ies) Charge

No(s):

FEPA **EEOC** 

451-2020-03083

#### TEXAS WORKFORCE COMMISSION CIVIL RIGHTS DIVISION

State or local Agency, if any

and EEOC

written up after two un approved customers complaints that I received on the same route. 'note that I requested from Mr. Mclean to assign me for downtown routes so I can still be able to assist other drivers but 2 weeks after he decided to send me back on other routes, I was also unfairly suspended after I had an accident with a vehicle that was malfunctioning in the van that Mr. Mclean wanted me to drive on that day specifically, and ultimately I was terminated after a dispatcher (which the best friend of Mr. Mclean) accused me that I refused to re-deliver a packages which I already attempted and after I was done with my route I was sent to help out another driver and by the time I was doing the dispatcher's order the friend of Mr. Mclean (the dispatcher) was texting me on my personal phone which I had it away to drive safely and by the time I returned back we had an argument of why I didn't see the messages. In addition, one of the owners (Mr. Mclean), made two comments that I believe that were discriminatory in nature. One of the comments was that I requested a day off to go to court and Mr. Mclean said to me, good luck with today and Robberies, for which I responded, Thank you! But I'm just striving to get my kiddos a better life. And he never apologized back and I felt very insulted, and the second time he made another joke saying 'Yaz you have your first stop going to San Antonio Jail make sure not to take no bumps with you' and everyone started to laughed. Also, I was not paid correctly. The first time, I did not receive my 80 hours of pay, I complained to Mr. Moral and told him that I already signed 2 write ups for the same matter and he had my best friend to sign for the 2 write ups and Mr. Moral responded that my pay was reduced because I received two complaints from two customers in the same route. On July 31, 2020, I was not paid correctly. This time and I reminded him when Ms. Katherine had a major accident she was only put on one-week suspension without a pay cut, Mr. Moral informed with a simple text, 'Yaz the van damage cost us a lot.' Additionally, I complained that I almost everyone was receiving overtime for 3 weeks in the roll. Mr. Mclean said Amazon keep cutting routs and if you want I can see if someone call out you take their route, and he referred to an old conversation that I asked him to take weekends off and said that I requested to no work weekends, which is not true because I always worked on weekends whenever overtime hours were available in the same time other drivers were pushed to take 2 days of over time. I believe I was discriminated because of my Race, White; National Origin, Jordanian; Religion, Muslim; and that I was retaliated in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Digitally signed by Yazan Abdelkarim Sharef on 10-27-2020 08:36 AM EDT

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

CP Enclosure with EEOC Form 5 (11/09)

**PRIVACY ACT STATEMENT:** Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

- 1. FORM NUMBER/TITLE/DATE. EEOC Form 5, Charge of Discrimination (11/09).
- **2. AUTHORITY.** 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.
- **3. PRINCIPAL PURPOSES.** The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.
- **4. ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
- **5. WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

#### NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

#### NOTICE OF NON-RETALIATION REQUIREMENTS

Please **notify** EEOC or the state or local agency where you filed your charge **if retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an

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investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.

Unemployment Case: Appeal # 2638596 Date of Hearing: 2-5-21 @ 1:30PM

Yazan Sharef 760-11-6228

TWC Account: 16-383328-0

Reason for termination: Fired due to refusal to obey management, poor safety record, reckless driving, vehicle damage, property damage and manipulation of safety software to get higher bonus.

Date of Events:

7-3-20

Employee sited two times.

1) for mishandling packages/ no obeying a customers request



# Tier 2 Infraction – Yazan A Sharef

Hello Reliance Delivery Company, LLC

You are receiving this message because the following DA committed a Tier 2 infraction:

DA Name: Yazan A Sharef Tracking: TBA079358030401

Station: D\$X3

Date of Occurrence: 07/03/2020 Infraction: DA reputation - Package Mishandling - Not following Customer

Delivery Instructions.

Additional Details: Package was delivered to the garage and the instructions say to

deliver to the back porch.

Delivery Tip: Always check the delivery app for customer-provided delivery



**Exhibit 4** 

#### 2) Damaging property



#### Tier 2 Infraction- Yazan A Sharef

Your Account Amazon.com

amazon

Message From Customer Service

Hello Erik.

You are receiving this message because the following DA committed a Tier 2 infraction;

DA Name:Yazan A Sharef Tracking#: TBA079305835701

Station: DSX3

Date of Occurrence: 07/03/2020

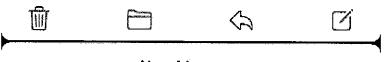
Infraction:DA reputation - Unsafe driving behavior - Property

damage

Additional Details: driver backed out of customer driveway after delivery, and drove over lawn landscaping causing damage

Delivery Tip: Safety is our top priority. Remember to obey all traffic laws, including speed limits, to keep yourself and the community safe. If any accidental property damage occurs during a delivery, please call driver support immediately and have the customer or community member call Amazon customer service if a claim is needed.

Please take this time to ensure that the appropriate actions are taken to coach this driver. If you have supporting



New Message

Employee given 2 separate writeups. Both indicated that further writeups could result in termination. 1<sup>st</sup> writeup was for the property damage and failure to follow the customers directions.



#### Disciplinary Write-up

You have been issued a disciplinary write-up for any one of the following reasons:

- A. Failure to contact Dispatch prior to returning to station
- B. Late arrival to a shift
- C. Refusal to execute a rescue as instructed by Dispatch or any other type of insubordination
- D. Behavior that is not professional (towards any Stakeholder, client, peer, supervisor, vendor)
- E. Lack of care towards Company property
- F. Infraction (disciplinary)
- G. Other (explained verbally during the issuance of the write-up)

Additional write-ups (disciplinary or other) may result in your termination.

07/05/2020

Date:

yazan sharef

Employee name:

F - Infraction (disciplinary)

Enter A-G reason for write-up from above:

Signature of acknowledgement:

2<sup>nd</sup> write up was for safety. Sited for unsafe driving



#### Safety Write-up

You have been issued a <u>safety write-up</u>. A safety write-up is issued to any DA who fails to follow safety guidelines or rules and/or exhibits unsafe behavior including:

- A. Failure to wear a seatbelt (either as recorded by vehicle telemetric devices or observed)
- B. Speeding
- C. Failure to follow station safety rules including but not limited to speed limit, stops, lane changes in loading area
- D. Unsafe driving as indicated by low FICO score observed
- E. Failure to follow COVID-19 prevention measures including: face-covering and social distancing
- F Property damage (vehicle or other)
- G. Other safety matter (specified at the time of issuance of this write-up)

Additional write-ups (disciplinary or other) may result in your termination.

07/05/2020

Date:

yazan sharef Employee name:

Enter A-G reason for write-up from above:

D - Unsafe driving (FICO)

Signature of acknowledgement:

24

On 7-20-20, employee crashed a company vehicle on clients property. Damage caused to client property and roughly \$10,000 worth of damage to the vehicle he was driving. Employee stated that the vehicle has malfunctioned. Video surveillance was pulled by the client and client provided statement.

Thursday, July 23, 2020

Erik Moral

Hi David. I know it is your day off. Just wondering if you were able to get the video of Yaz's incident and if you could share with us.

2:10 PM : 5

luha, David

My understanding is that LP is currently on teave and air not sure when will be back. I would have to have approval to share from LP. I have seen video though and can confirm he pulled up to trash can driver side opened door to ross trash out, closed door and quickly accelerated forward. He did not see the sign and he didn't brake until after running over sign. Based on what I saw in video my assessment is that the malfunction was caused by the driving and not the other way around.

2:43 ms (\_)

In summary, employee was found to not be paying attention and in a rush. He was speeding through a parking lot and drove over stop sign and dragged it 20 feet before stopping.

On 7-26-20, employee was suspended for 1 week. Employee was told over the phone that this was his last chance and further incidents would not be tolerated.

On 8-18-20, it was brought to our attention by our client that Yazan had not registered a safety score since July 6 with the vehicle telemetrics even though he had been driving the company vehicle. It had been noted by the client that he was seen going over the posted speed limit upon returning to the station but vehicle telemetrics did not register the incident. Yazan was switched to a different vehicle that was reporting correct telemetrics.

8 Muha, David	, ф	©
Tuesday, August 18, 2020		
Muka, David	***	s loss
luoking at thime shoving 39 came down into yard.	tQ-fi 1	AN I∏I
Erik Mural		
And the trash on totos is still an ongoing safety issue that needs to be addressed	10:01	M⁴ ead (∰)
Muha, David		
Trying to address, but we need the data requested in order to pull the AA's associated with. I have sent out daily emails to UTR and Safety for all those that we have the "meat and potatoes" for. Need the data requesting please.	16:04	Al4 (Ē,
Getting reports of Yazzan speeding off the yard from Avril - Draw also confirming. What can we do for this DA7 There has been the incident as well as other reports of unsafe driving for this DAhow can we address and correct this?	12:21	kkı (∰)
the shall about the same and the side of the same and the side of the same and the		

On 8-28-20, Yazan still had not registered a safety score since July 6. Employee was notified that this would be investigated by software company and by the client (Amazon).

On 9-2-20, Yazan began registering a safety score.

On 9-9-20, it was concluded that Yazan had been manipulating the application on his phone to stop the safety score from registering. Software company said that the application was being forced stopped 5 miles into a 100 mile drive thereby registering that employee drove vehicle but no safety score generated. Performance bonus was based off of safety score so when no score was generated, employee automatically got full bonus every pay period. Employee's management access to safety scores was immediately pulled and company owner was contacted that evening. Yazan's safety score was released to show his poor performance. He

#### was ranked number 100 out of 102 drivers.

A Current Week												Familiastic Great Fair Poor	A Top Perfe Exceeding An Meeting An Below Ama	Arrazon Expe vizón Expe	tations
Name	Transporter D	Overall Ties	Delivered	Key Foous Area	FICO Score	Seatiset-Off Rate	DCR	DAR	SWC-POD	SWC-CC	SWC-SC	SWC-AD	DNRs		cc
Enit Moral	A3408VENINGELD	Fantastic	26		500.02 35.7	Commercial of	100,00%	100	100.00%	100.00%	100.00%	0	<del> </del> -	Opos.	Opp
Ricardo Morado Romusido Guzznan III	A1FPBPNM1583UD	Fantastic	421		950	0,00	100,00%	tCO	100.00%	100.00%	100.00%	0	0	247	ġ
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Joel Martinez	A2NFWO418RM3XZ	Fantasio	254	Photo-On-Delivery	840	Line sa thian.	100.00%	102	66 46%	100.00%	100.00%	ţă	o ·	511	2
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Henry Avila	ATRIOYGEAFJEN	Famlastic	253	Delivery Completion Rate	850	Salara (reh	99.81%	100	99.D1% 98.79%	100.00% 100.06%	100 00%		0	105	. 2
Anna Fedorick	A3FBUQBURU4K48	Fantastic	251	Photo-On-Delivery	650	Contag ford	100.00%	100	74,1314	100.00%	100.00%		8	143	
/Felipe Rios Kaydee Wooten	AVV9254FY4KL1	Fantastic	391	Photo-On-Delivery	B₹O	0.00	49.74%	100	23,00%	100,00%	100,05%	Q.	0	225	
Timothy Bissinger	ASW 174PP7TG4C	Fantasse	682	Delivery Completion Rate Delivery Completion Rate	643 30 mmg umbil	0.00	99.27% 99.85%	100	65.73% 69.35%	100.00%	100,00%	, j	3	318	1
Jeffrey Timmons	A3CVASBXQXVDHC	Fantasoc	098	Scan Complance	3:0	6 00	99.44%	100	93.73%	98.00%	\$0.000	ļ <u>u</u>		452 552	5
Rogelic Bolado	AISST2G60YCPWE	Fantastic	494	Delivery Completion Rate	Largery Scott	1.58.30	69,35%	150	98.95%	100.00%	100.00%	q	ò	95	3
Juan Mendez Joseph Carranza	A3UB2V9BZIPAW6 A22VISDQKTEBBI	Fantastic	270 1,082	Photo-On-Delivery Delivery Completion Rate	950	Dintery Rear	99.54% 99.44%	160	05.20% 98.67%	100.00%	100.00%	0	0	170	3
Julius McNeal	A2DJ40B3ADH76	Fartastic	148	Photo-On-Delivery	65Ô	- Bring session	29.33%	160	90.74%	100.00% 100.00%	100 00%		8	630	3
Kevin Hastings	A1C3GRH0Z5HP78	Farmantic	400	Photo-On-Delivery	1 860	0.00	₹£3.69	100	77.78%	100.03%	100.00%	5 5	0	288	-
Antrion Moses Breanna Beltran	ALTSVIPHBUSSS ATOTSNPASNKIH	Fantarie	240	Delivery Completion Rate	950	January 1980.	25.55(4)	100	100.00%	76.774	100.00%	Ď	0	131	3
Alejandro Amaga	AGRMTROBW3K6T	Fantastic Fantastic	351 482	Delivery Completion Rate		<b>6 00</b>	100.60%	100	99.00%	100 00%	100,00%	0	ļ <u>9</u>	200	5
Richard Ayala	A27K3YZ0DUEBOK	Fantastic	863	Photo-On-Delivery	Language Total	- 10 mm 2 350.0	100.00%	100	89.09%	100.00%	100,00% 400,001	D D	0	3D7 458	0
Robert Navarro	A IMA SLAMY SFHJE	Fantastic	279	Delivery Completion Rate	850	Turning Profit	39.24%	100	99.40%	100.00%	100.00%	6	<del> </del>	167	100
Jacob Hemandez Thomas MoLean	A1FHM1RAS6E767 A22BAGK2B0WJPX	Fantastic Fantastic	875	Delivered and Received	850	.42,75g, 1981.	90.82%	72	27.5.34	100.00%	100.001	D	1	576	3
Devin Harris	A30J01N456C769	Fantastic	80 986	Photo-On-Delivery Photo-On-Delivery	Latera fora	1,911.09.1006	100 00% Pv. 28%	100 70	93.33% 94.50%		100.00% 100.00%	0	<u>D</u>	516	-0
Tykersha Jones	A1LU4JB4FOTET	Fantastro	734	Delivered and Received	ero	Tanual Fusa	99.46%	59	00.26%	100.00%	100 20%			496	· 2
Mark Quesada	A3TMPHW0LX5QT	Fantasik	794	FICO	827	2010-19 200	QQ.87%	160	99.78%	100.00%	100.00%	ē	0	458	2
RENE NATAL Adomis Alexander	AMOALNYX4KSR3	Fantastic	B00	Sealbelt Off Rate	636	0.40	29,14%	165	99.04%	100 00%	100.00%	3	1 0	209	4
Jamie Pusaten	A110RTZT25IU40	Fantastic	1,052 877	FICO Detvered and Received	793 860	0.00	160.00%	100	99.86% 81.08%	100.00%	100.00%	<u>6</u>	0	527	
Darzyton Elum	AIZABKXRRNOGNO	Fantastio	628	Delivered and Received	Jaming Scott	F 505459 1925	69.52%	75	05 68%	ids.bsW	100.00%		++-	376	
Arvirew Perez	A34U24XTT82YGN	Fanustic	\$60	Seatbelt Off Rate	940	0.50	89.594	100	\$2.72%	100.00%	100.00%	ō	0	468	2
Richard Agres	AZJPGLCQXTTJW9 AZBTPA4SVFLLKV	Fantastic Fantastic	837 573	FICO Delivered and Received	813	60,0 00.0	90.05%		28 04%	100,00%	100 00%	D	1	409	6
Selena Castilio	A1DU8OWEISBYON	Fantastin	552	FICO	£24	0.00	99,00%	100	100.00% 94.41%	100 00% 87,50%	100 00%		- <del> </del>	327 304	9
Geens Sanchez	AGSGGEEPEFOGI	Fantastic	637	Seather Off Rate	624	0.33	9P.53%	100	90 41%	100.00%	100.00%			316	8
Chelsea Grazzle Gloria Vo	A1BLRKVQ87EO9W A1JH7GBX8W08GV	Fanrastic	926	Delivered and Received	1460 20	Same golden	92.57%	72	17 70%	100.00%	t00.00%	. 0	1	558	11
Eriza Noczygemba	AT4D14BNN9OP	Fantastic	597 163	FICO  Seatbelt Off Rate	76)	0.00	100 17% 99.35%	160 160	92.82% 100.00%	100.00%	100,00%	<u>0</u>	1_0	348	_6
Mario Pena	A2H8SQOWPKHHUK	Fantastic	507	Daliyered and Received	550	0.00	100.00%	6	37.82%	100.00%	100.00%	Ω	+ · · · · · ·	101 321	1
Justin Camin	AZAWIORF1XB6CD	Fantastic i	706	Delivered and Received	650	James Jacob	10-0.00%	0	A7.76%	100.00%	100.00%	ä	3	401	2
Drew Waldrip William Williamson	A100QQJ2NVBP06 AWLHT0JD0307J	Fariantic	600 1.881	Sealbeit Off Rate	e59	157	100.00%	100	69.85%	100.00%	100.00%	ď	0	287	9
Paul Beasley	A3BZYLBACJHOVV	Familiastic	536	Delivery Completion Rate	550 450	0.60	99.53% 97.75%	105 58	99 27% 99 73%	100 00% 100 00%	100.00%		) 0	682 372	- 1
Eric Mckane	(ATX3CATPAER2FJ	Fantastic	298	FICO	32D	0.33	100.00%	75	98,45%	100 00%	100.00%		A-4-	647	2
Richard Ramirez	A1Y362072854A12	Fantastic		FICO	€26	0.00	100.00%	100	90.96%		40.07%	Ď	. 0	168	· · · · ·
Enc Saere Nicholas Garcia	A2G00XG8L3LI A11DJMUJW9VNM7	Fantasto	374	Onlivered and Received	850 604	0.00	100.00%	100	97.58%	100,03%	100,004	g!	1	207	
Nathan Berry	A3RPRSGYWKZ8OZ	Fantastic (		Delivered and Received	650	- 237 256 - April 1973	99,02%	0	\$6,94% \$6,94%	100.00%	#00.001 #60.001	Đ.		285 196	5
Antoine Ecps	A3C1XGJNZ2LD98	Fantastio	638	FICO	749	0.59	99 89%	100	29.91%	100.00%	100.00%	· · · · · · · · · · · · · · · · · · ·	1 6	276	3
Don Denn	ASEPXUNECOERMY	Fantasire		FIGO	CO3	0.00	29.32%	7)	04.32%	100 00%	100.00%	ē		459	4
Aaron Hastings Steven Luna	AUAEJZ4GD7JBC ADNOSEDWAKEPA	Famastic		Delivered and Received FICO	. 233 755	0.00 6.50	100.33%	100	65.84% 99.43%	100.00%	100 00%	3	1 44	173	4
Ricardo Sandoval	[A3ER8OQL62Y8Y	Fantastic	605	FICO	600	320 2 (5.2)	99,83%	100	99.13%	100.00% 100.00%	100.00%		0	349	<u>5</u>
Jacob Mejia	A28K4QT7QX!573W	Fanjastic i	645	Seathert Off Rate	610	2.56	92.65%	100	05 (5%)	100.00%	100.00%	ă	3	311	/6
Alexandra Green	A35KN5BOXNFIV3	Fantastio	659	Seabelt Off Rate	840	200	98.66%	100	99.73%	100.00%	100.50%	o o	ŏ	350	53
Jamer Solis Noah Moreno	A113FPLHVZ3UE8	Fantasio .	616	Delivered and Received Delivered and Received	868 840	0.00	59.21%	40	27.91%	199.06%	100.00%	C	. 2	728	41
James Spencer	ANOKTHV3DI7KB	Fantaste		FICO Recewed	728	0.00 0.00	99.60% 99.60%	100	93.79% 1 95.21%	100.00%	100.00%	P į	3	327 132	. 3

Page 3 of 9

67	Erica Goldwire	A1J2N22XZGOJ1	Fantastic i	- D14	Delvered and Received	1.2000	er a e ya engagasa ya e	99.78%		25.42%	81.82%	100.00%				
	Johnathan Sanchez	A140J37Q6HN1NU	Fantasto	819	Seather Off Rare	860	-cellengin	D3.84%	100	24.57%	100.00%	100 50%	<u>P</u> .	<u>2</u>	594	
	Josoph Persies	A3TE379Y0ZMXXG	Fantastic	877	Seather Off Rate	260	3.67	29.71%	100	97,5535	100.00%	100 00%	9	1 6	368	
	Michael Rodriguez	ATATIVSODXISPN	Fantastic	270	FICO	850 742	0.33	120 1846	60	99,12%	100.00%	00.00%			330	1 12
65	Maribel Tavares	A2J33ZQUVRKQV7	Farriastic	838	FICO	774	0.33	160.00%		93.55%	100.00%	169 5056	<u></u>	11 m 🙌	483	16
97	:Manssa Douglas	ATSZATQBL61804	Fantastic !	388	iFico	782	25 107 7 76		78	99.53%	100.00%	100.05%	n 6	4.00	771	
	Joseph Jones	A2TV9AYXRVMVQJ	Fanustic	686	FICO		1 07712	- 50 P516	n : 165 1 1	81 48%	100.00%	100.00%		11 11 1 1	426	10
		AMRKOVPJO18GU	Fantastic I	414	Seatbelt Off Rate	350	· · · · · · · · · · · · · · · · · · ·	99.52%	100	100 00%	2523	100.00%	<u> </u>	1 6	255	10
70	Nathan Redriguez	A3M834NUQVATK	Fantasno	100	Seatbell Off Rate	350 880	9,00	100 00%	100	90.63%	100.00%	100.00% i	0	Ď	250	
	Adam Mata	A38GCM2JUT3E6Z	Fantasivo	527	Delivery Completion Rate	8.60	0.00	03 44%	32 4	29.28%	60 00 h	100.00%	5	1100 10	282	1 50
	Mance Smith	A375W7PECISAHO	Fantaste	731	FiCO	723	0.50	pg.32%	160	99.10%	83,33%	100.00%	Đ	0	442	24
73	Emmanuel Ojeda Jesus Leal	A12G28XLTG8Y76	Famtastic	814	FIGO	301	0.00	t00.t6%	100 1	99.23%	4:00 001	100 00%;	0	. 0	391	. 8
75	Recentor Guadarrama		Fantaste	514	Delivered and Received	902	0.00	89.42%	0 (	08.49%	100.00%	100.00%	Ē.	4	305	
	Javier Alvarez	A3BEAA74VI57W2	Fantastic Fantastic	415	Delivered and Received	325		00 74%	C	89.55%	31 8744	100.00%		35. 1	220	12
	Michael Moreno	A1NH3KGRSO40WB	Fantastic	741 490	Seathelt Off Rate FICO	. £32	2000 y 00	92.48%	72 100	69.90%	86.87%	100.00%	, , , D	3 Y	450	3
	Odando Hemandez Val		Fantastic	190	fFICO	753	lastroy.9e.	100,00%	100	100.00%	100.00%	100.00%	0	Q.	329	16
76	Jannifer Lopez	ATTYKOUSV4XFOT	Fantssid	267	Getwered and Received			160.00%	100	97 03%	100.00%	100.00%	¢.	0	123	l
60	Draven Valvente	AGWGRMLMGBQL1	Fentastio	736	Seathelt Off Rate	and the continue of the	10.10	99 73%		99.46%	100.02%	100.00%		4 4	160	3
	Victor Cana	A1857OWCE4KI09	Fontastic	747	Delivered and Received	. 928 202	10.30	59.075	100	99.53%	100,00%	100.00%	<u></u>		370	
82	Hathanial Rea	:A33XX1G49XSB1	Fantasta	229	Delivered and Received	45	0.00	29.56%		99.89%	100,00%	100.00%	z	- Pr Pr.	1 153	
83	Sebaspan Rodríguez	AMQ7D5F5074TU	Areas 1	226	Delivered and Received	- Comment	0.90	100,00%	· · · · · · · · · · · · · · · · · · ·	97.10%	100.0336	100.00%	· · · · · · · · · · · · · · · · · · ·	11- 2	(39	i
	Jabraylon Monroe	AEGBJZAHOHX28	97431	842	Dervered and Received	650	1067	99.76%		56.22%		100.00%	<u></u>	11	541	
	Jaban Johnson	A230EWZ7T492YW	Great	910	Delivered and Received	841	2.56	100,00%	Ö	98.37%	100.05%	100.00%			380	rija i ja
	Damian Sanford	A39D00G7C49F32	Great	325	FICO	12 25	10 July 10 July 10 10 10 10 10 10 10 10 10 10 10 10 10	100 00%	6	97 21%		100.00%	ā	3	215	ě
	Matthew Gutterrez	-A2MR353FV1OJQK	Srest :	529	Detvered and Received	720	0.60	92.81%		36 報先 1	100.00%	100.00%	5	3	339	a
	Mano Apullera	AIGBUZWYIWIFHP	- G-+46	807	Deviered and Received	856 874	300 J No	99.75%	0	99.77%	66.67%	100.00%	9	4	428	3
		A3LLTVAM7OJW8J	Criest	814	Searbeit Off Rate	274		100,00%	36	¥29 69		¥C0.098	ě	2	391	Ď
	John Tate Christian Camillo	A1FDI3BYOT1GI3 A2H403O25F042T	3/eat Great	841	Seatbelt Off Rate	765	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	29.64%	75!	99,84%	100 00%	100.00%	Ū		277	4
	Amanda Gelfert	A10AL8F7M9SEV	3 43		Sesiben Off Rate	A 1 (12)	1	29.28%	1.62	62.53%	22 31/5	100.00%	Ľ.	2 1	457	13
		AZUSW IXIFRAAHW	9.931	588 419	FICO	- 4	- Jan 8 jagin	100.00%	160	10.05%	190,00%	100.00%	₽	0	349	11
	Manana Ugarte	AZQ/Q7GL2L\YH38	37431	610	IFICO		0.00		0	97.12% 99.44%	100.00%	100,00%	Ω	41.1	104	2
	Nicholas Joyner	A3/VB73TM6HWZ2	Great	495	FICO	7:5 7:1	and the state of t	60 B4%	100	92.00%	100.00%	100.00%	<u>D</u>		358	i
26	Joshus Delgado	A3JN91G8WCUFMD	6/931	357	Seatheir Off Rate	315	Automora de tr	99.444	i	100 00%	199.00%			"一十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二	358 75	
	Edward Roias	A32ZOV5QD5WJ4Y	Corner	839	FICO	1 797	4 - 4 20	99.04%	2 }	27.67%	100.00%	100.00%	Ę.		559	.   <del>]</del>
99	Desires Acres	AZJIBTOP4LO2ES	Great 1	402	Deivered and Received	608			· (2 ··· )	97.83%	96 57 %	100 00%		4: 4	230	33
99	Julian Reyes	A1PK4ZGUNKPQD	Great I	583	Seathert Off Rate	791	23.50	1 99.15%	98	4 34%	73730	100.00%	ř	d pro-	320	16
	Yazan Sharef	AMLA431H5CUBB	G-921	414	Delivery Completion Rate	630	6 90	85.01%	0 1	09 11%	72,73%	100.00%	ē	1 2	112	111
	Jesus Gonzalez Morale:		G1431	756	FICO	621	100	100.13%	79	69.49%	100.00%	100 (0%	- 1	T	394	
102	Savannah Gomez	AZR142UYQODJWL	Oreat	453	Fico	559	( Amp374	00,58th	100	24.55%	100 00%	100.00%	ē	. 0	277	15

On 9-9-20, while on shift, Yazan refused a direct task from his dispatcher (manager) by refusing to redeliver a package. Instead he returned to station 4 hours before the end of his shift. While discussing the issue with dispatcher, Yazan was disrespectful. Another driver had to deliver the packages even though Yazan had 4 hours left on his shift. Attached is testimony of the dispatcher.

Subject: yaz incident

From: octaviano solis jr <osolis65@gmail.com>

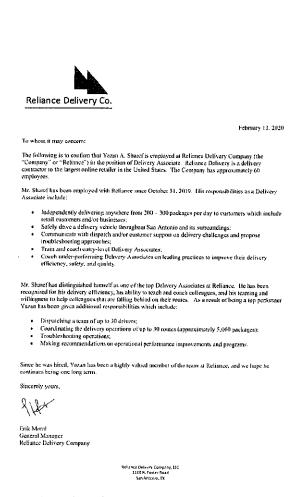
**Date:** 9/9/2020, 5:49 PM

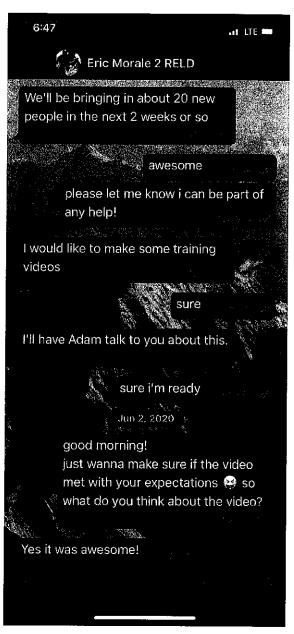
To: Erik Moral <emoral@reliancedelivery.com>

yaz finished with his route and i had instructed hilton help out paul beasley cause he was quite behind but he only ended up taking 20 packages only knowing he should have taken more. I had also texted him about a reattempt he had to do due to it being an escalation by a customer. He ignored my text and just showed up at the station. I explained to him the situation about the reattempt that it need to be done but said he was not gonna do it because he was already back so I followed with explaining that he has to always call before he rts know matter if it's after a rescue, he started being rude and I did not want to cause a scene so I told him to clock out and go home cause even if I tried to make him go out and do that reattempt he was gonna refuse.

The combination of all of the incidents listed above resulted in owner calling Yazan and firing him on 9-9-20. Even though it was clear that the employee embezzled money from the company by manipulating his safety score and getting a maximum bonus, Reliance decided not to pursue employee for the money.

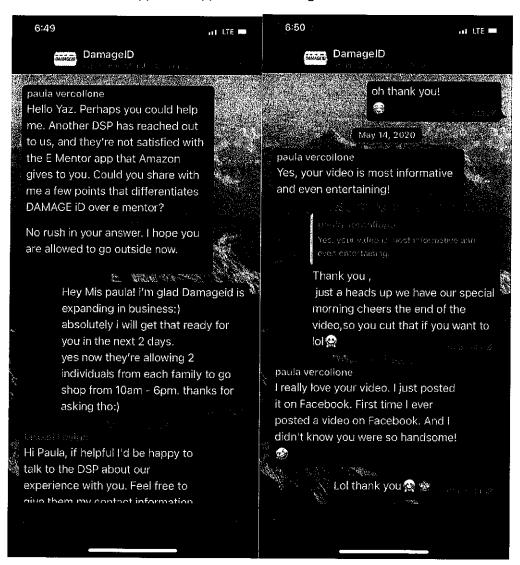
On or about October 27, 2019, I was hired as a Delivery Associate Driver by Eric Moral (Owner). My initial pay rate was 150\$ a day. I started to get more tasks and do more management work such as posting for hiring and training new driver and dispatch and and create training videos per Mr: Eric's Request, to help the management with what I'm able to do at work, and due to my performance I was one of the top employees and two months later I received a pay increase of \$1 as the following attachments explains.

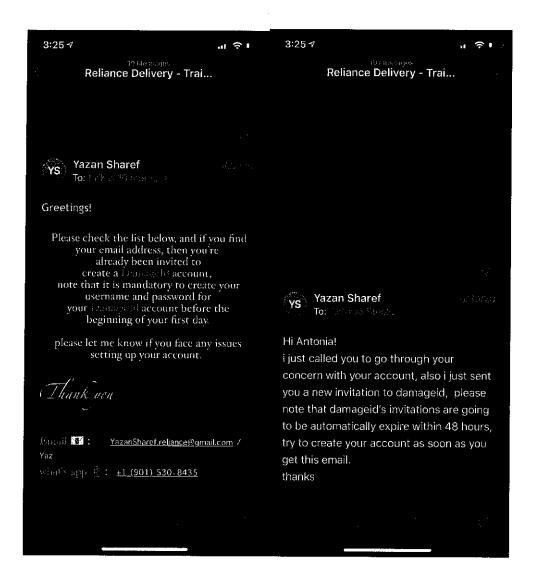




I was putting a lot of Time and Effort At work and getting a lot of promises to be promoted as a DSP Manager on the new DSP or to be a DA coach By Mr:Eric And Tom, witch this was unintentionally Bothering other Drivers like "Drew And Octavius -Tiny" Both were Tom And Eric's Best friends so they get the privilege on any thing that become available, even though there was other people were much skilled and talented to do what they get by just being close friends to Eric and Tom. I was representing

the Company with the other services providers, Helping the drivers understand the app and solving Tech problems with the supportive Apps Such as Damageld And Ementor.



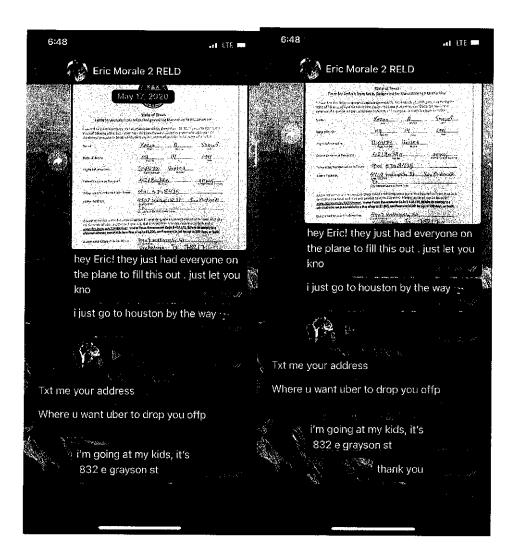


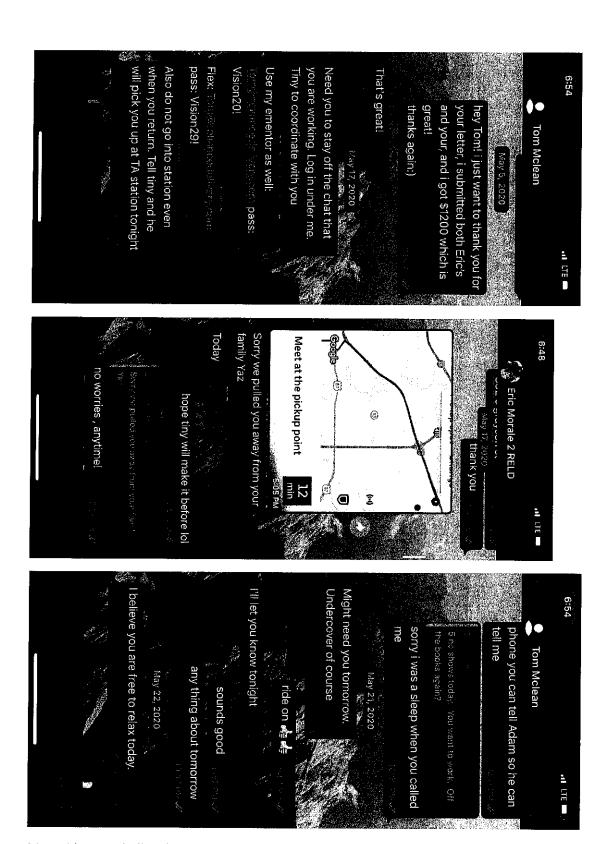
I constantly worked to improve the Respondent's operations by training new employees and giving Eric some the management support and Tips.

I requested a 10 days Vacations, to go visit my family and due to covid19 I was stuck in the country of Jordan, meanwhile I was stuck outside the US; I worked virtually by dispatch and 101 coaching to the team and making training videos,

however Mr. Tom Mclean has hold my paycheck for 2 months, also I purchase international phone plan to be able to communicate with Drivers when I'm dispatching \$300 and Mr. Moral promised to pay me but never paid me back.

After I returned to the US and on the same day Mr. Moral had his partner Mr. Mclean to send me out to work, 2 hours before I told Mr. Moral that I was "put on 14-day quarantine", in result he ignored the fact that Sending me on the road after a trip of 32 hours flying from Jordan can be a Huge risk on my safety and Others specially during COVID19 by over work me when I'm mentally, and physically exhausted.





Mr: paid me cash illegally, as they used to name it "Under Cover" and violated all the safety rules include his own company's safety policy by his Un fair works Tasks that I was receiving.

Tiny and Drew were Complaining a lot about any single thing that I miss, weather a missing clock in punch or finishing early as I was finishing my route the earliest one among my peers, in return Mr. Mclean started to assign me to La Vernia routs or what it's more was like the Trap routes. Were I I received 2 customers complaints from the same subdivision on the same day!!

2 complaints with no evidence or anything to prove what I did except those people were friends or maybe relatives of Mr: Tom .

and since I had manager access to the system I was able to find and investigate the infractions to support my denial.

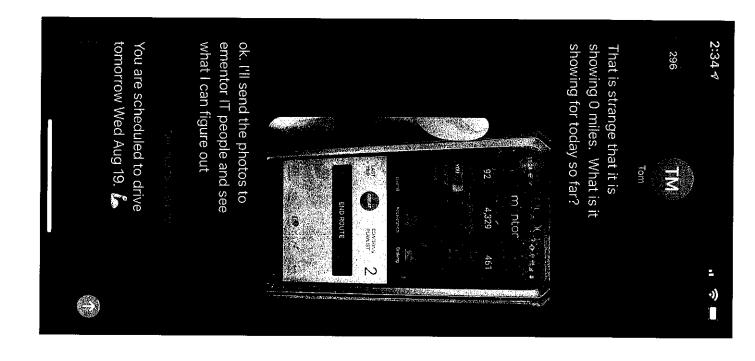
you may review screenshots below and note that it is extremely rare for even new careless delivery driver to receive 2 infractions on the same route in the same area 4 minutes apart!?

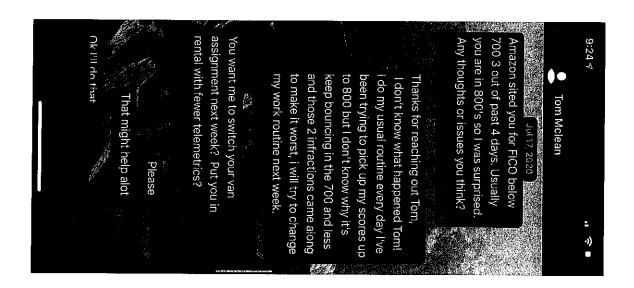


I delivered the package to a safe location place but regardless Mr: Eric decided to proceed with having me to sing 2 write ups and reduce my paycheck as the first punishment.

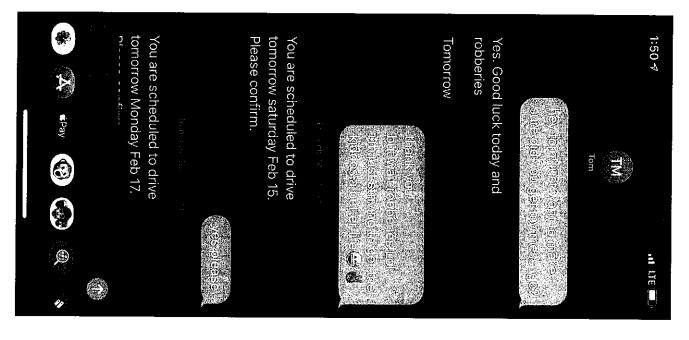


After that I requested from Mr. Mclean to assign me for downtown routes so I can still be able to assist other drivers and avoid being in risk again and help push up my Ementore Scores, I had more than "7 days" of Unknown missing scores, I reported to Tom to submit an IT ticket with but nothing changed.





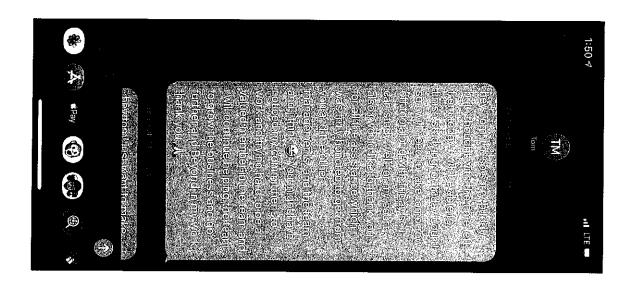
In addition, one of the owners (Mr. Mclean), made several comments throughout my employment at Reliance Delivery that I believe that were discriminatory in nature. One of the comments was that I requested a day off to go to court and Mr. Mclean said to me, good luck with today and Robberies, for which I responded, Thank you! But I'm just striving to get my kiddos a better life and I felt very Discriminated against.



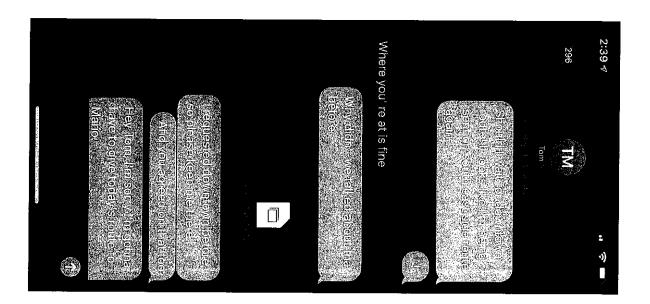
Ultimately I was Accuse and ended up terminated and accused, that I refused to re-deliver a packages which I already made 3 attempts and eventually he told me by the phone to bring them back to the stations, then he sent me to go help out another driver and by the time I was driving and doing the dispatcher's orders. (Tiny) was texting me on my personal phone which I had it away to drive safely and by the time I returned to the station back he started to question me on why I didn't respond to his texts and I was fired 2 hours due to it.

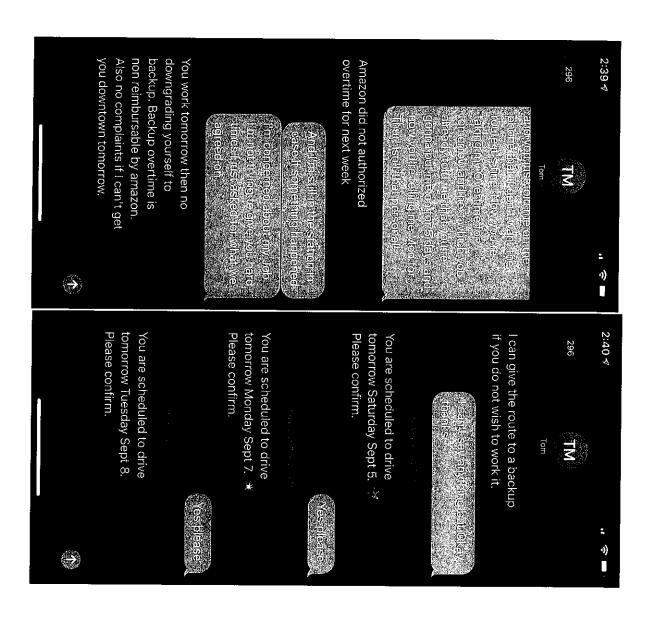


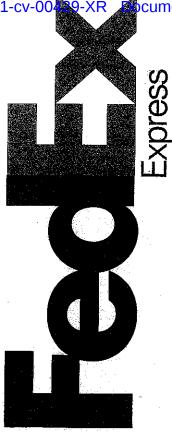




I believe I was discriminated because of my Race, White; National Origin or Religion, and that I was retaliated against in violation of Title VII of the Civil Rights Act of 1964, as amended.







# Envelope



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**Exhibit 6** 



### TEXAS WORKFORCE COMMISSION

COMMISSION APPEALS RM. 678 101 E. 15<sup>TH</sup> ST. AUSTIN, TX 78778

FAX (512) 475-2044 TEL. 1-800-432-4218 claimants www.texasworkforce.org/ubs employers www.texasworkforce.org/ebs

02/22/2021

YAZAN A ABDELKARIM SHAREF 601 N SANTA ROSA ST APT B2 SAN ANTONIO, TX 78207-3115

Claimant:

YAZAN A.

ABDELKARIM SHAREF

SSN:

XXX-XX-6228

Claim ID:

05/03/2020

Case#:

2638596-2

The claimant's communication of February 19, 2021 has been received and is being referred to the Commission for consideration as an appeal to the Commission from the decision made by the Appeal Tribunal.

The Commission will review the case as soon as it is reached on the Commission docket. The decision of the Commission is normally rendered on the basis of the evidence submitted during the previous hearing. However, if the Commission requires additional evidence, a hearing will be scheduled and all parties will be notified of the date and place of the hearing.

You will be notified in writing of the Commission's decision as soon as they have completed their review of the entire record in the case.

You may check the status of your appeal at any time by visiting us on the web at (claimants) <a href="www.texasworkforce.org/ubs">www.texasworkforce.org/ubs</a> or (employers) <a href="www.texasworkforce.org/ebs">www.texasworkforce.org/ebs</a>.

PLEASE REFER TO THE ABOVE CASE NUMBER IF YOU CALL OR WRITE TWO REGARDING THIS APPEAL.

A7M

RELIANCE DELIVERY COMPANY LLC % ERIK MORAL 13401 SUNSET BAY LN PEARLAND, TX 77584-2174

Exhibit 7



Case 5:21-cv-00429-XR Document 3 Filed 05/13/21 Page 31 of 33 ee reverse side for instructions

#### TEXAS WORKFORCE COMMISSION Austin, Texas

FINDINGS AND DECISIONS OF COMMISSION UPON REVIEW OF CLAIM FOR BENEFITS

## MAR 2 3 2021

Date Mailed

YAZAN A ABDELKARIM SHAREF 601 N SANTA ROSA ST APT B2 SAN ANTONIO, TX 78207-3115

Case Number: 2638596-2

Social Security Number: XXX-XX-6228

RELIANCE DELIVERY COMPANY LLC % ERIK MORAL 13401 SUNSET BAY LN PEARLAND TX 77584-2174

Prior Decision Date: February 10, 2021

Appeal Filed by:

F.

E

Claimant

The Commission has considered the appeal filed from the Appeal Tribunal decision identified above and, after due consideration of the decision and the complete record herein, is of the opinion that the case was properly decided by the Appeal Tribunal. The Commission hereby adopts the findings of fact and conclusions of law of the Appeal Tribunal, as if the same were copied herein in full.

The decision of the Appeal Tribunal is in all respects affirmed.

The last day a timely appeal may be filed is holidays and weekends as authorized by Con-

APR 0 6 2021

This date includes

holidays and weekends as authorized by Commission Rule.

Bryan Daniel

Commissioner Representing the Public

Aaron Demerson

Commissioner Representing Employers

I dissent

Julian Alvarez

Commissioner Representing Labor





### TEXAS WORKFORCE COMMISSION

**COMMISSION APPEALS RM. 678** 101 E. 15<sup>TH</sup> ST. AUSTIN, TX 78778

FAX (512) 475-2044 TEL. 1-800-432-4218 claimants www.texasworkforce.org/ubs employers www.texasworkforce.org/ebs

04/06/2021

YAZAN A ABDELKARIM SHAREF 601 N SANTA ROSA ST APT B2 SAN ANTONIO, TX 78207-3115

Claimant:

YAZAN A.

ABDELKARIM SHAREF

SSN:

XXX-XX-6228

Claim ID:

05/03/2020

Case#:

2638596-3

The claimant's communication of April 5, 2021 has been received and is being referred to the Commission for consideration as a motion for rehearing, or reconsideration, of the decision rendered by the Commission.

The Commission will review the case as soon as it is reached on the Commission docket. The decision of the Commission is normally rendered on the basis of the evidence submitted during the previous hearing. However, if the Commission requires additional evidence, a hearing will be scheduled and all parties will be notified of the date and place of the hearing.

You will be notified in writing of the Commission's decision as soon as they have completed their review of the entire record in the case.

You may check the status of your appeal at any time by visiting us on the web at (claimants) www.texasworkforce.org/ubs or (employers) www.texasworkforce.org/ebs.

PLEASE REFER TO THE ABOVE CASE NUMBER IF YOU CALL OR WRITE TWC REGARDING THIS APPEAL.

YEA

RELIANCE DELIVERY COMPANY LLC % ERIK MORAL 13401 SUNSET BAY LN PEARLAND, TX 77584-2174



COMMISSION APPEALS Texas Workforce Commission 101 East 15<sup>TH</sup> Street, Room 678 Austin TX 78778-0001

> YAZAN A ABDELKARIM SHAREF 601 N SANTA ROSA ST APT B2 SAN ANTONIO, TX 78207-3115